Enlisted Professional Military Education Policy (EPMEP)

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Purpose

To provide an overview of the Chairman of the Joint Chiefs of Staff Instruction (CJCSI)1805.01, Enlisted Professional Military Education Policy, 28 October 2005.

Why an EPMEP?

Top Legislative Priorities* for next 16 months include Strengthening Combined/Joint Warfight Capabilities.

An enabling strategy of this objective is to "bring jointness to the lowest appropriate level."

*SecDef memo dated 24 Sep 2003, Subject: Legislative Priorities for Fiscal Year 2004

CJCS Joint Professional Military Education Initiatives.*

"OPMEP will not expand to include NCO or Civilian matters. The former will be the subject of a stand-alone CJCS Policy document to be developed by Joint Staff, J7, the latter the province of OSD."

*Memo dated 9 Jan 2004, Subject: CJCS Guidance for Revising OPMEP

…Our overarching goal is to educate and train the right person for the right task at the right time. We can no longer wait until an individual is placed into a leadership position before receiving the proper education and training. This is especially true today because we are discovering that the War on Terrorism requires noncommissioned officers from all Services to work in the joint environment more often than they have before..!

CJCS Vision for Joint Education

Pinnacle

CAPSTONE: Evolving as a Joint Warfighting Course

JFOWC: Mandate for Commanders

JAWS: Joint Operational Artistry

JPME I, II and AJPME: Reform and Expansion (to include Reserve Component

Company Grade JPME and Service Competencies

Enlisted JPME

Continuum

COMMAND SENIOR ENLISTED KEYSTONE COURSE*

SENIOR ENLISTED JPME COURSE*

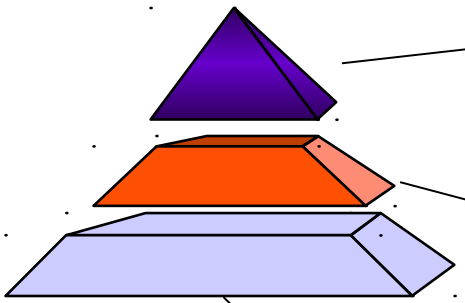
CAREER EJPME

BASIC EJPME

*CJCS-sponsored courses

Enlisted JPME Program

Three Tiered Program



Senior EJPME

CJCS-Sponsored Courses

CSEL
KEYSTONE
Course

Senior Enlisted JPME Course

Career EJPME

Embedded in Service Intermediate, Senior, & Executive Level Programs

Career EJPME

Basic EJPME

Embedded in Service Introductory and Primary Level Programs

Basic EJPME

Level of Complexity (Joint

E1 E2 E3 E4 E5/E6* E6*/E7 E8

Junior and Mid-grade Personnel

Senior Enlisted Leaders

* SERVICE DEPENDENT

Program Overview

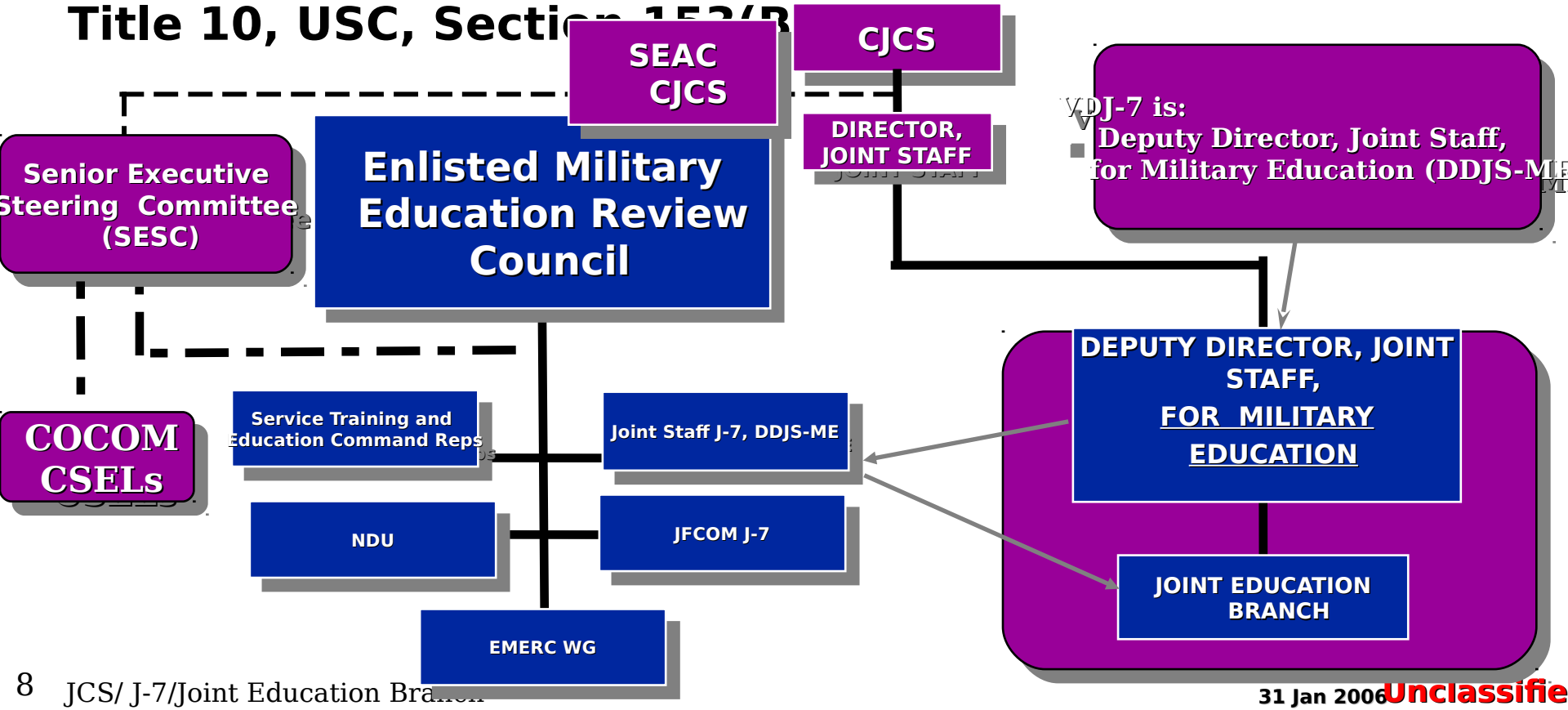
Programs	Joint Learning Areas	Joint Learning Objectiv
Senior EJPME (Multi-Service Acculturation)	• National Military Capabilities and Organization • Joint Doctrine • Service, Joint, Interagency, and Multi-national Capabilities • Defense Acquisition and Resourcing	(13) Learning objectives prepare our most senior enlisted personnel for assignment as the CSEL in a GO/FO Command
CSEL KEYSTONE Senior EJPME Course	• National Military Capabilities and Organization • Armed Forces Overview • Foundation of Joint Operations • National Strategic Overview	(11) Learning objectives are contained in a stand-alone, web-based course that prepares senior enlisted for a joint duty assignment
Career EJPME	• National Military Capabilities and Organization • Armed Forces Overview • Foundation of Joint Operations • National Strategic Overview	(20) Learning objectives builds upon Basic EJPME and adds topics covering Joint Operations and National Strategic Overviews
Basic EJPME	• National Military Capabilities and Organization • Armed Forces Overview	(8) Learning objectives provide a brief intro to basic US Defense Structure and Roles and Missions

Levels of learning achievement increase and become more joint focused

Chairman's Responsibilities

Order – EPMEP
Execute – EMERC
Advisory – SESC
Inspect – Reports

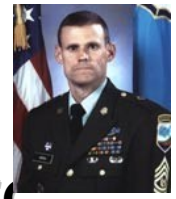
- **"Formulating policies for coordinating the military education and training for members of the armed forces."**
  Title 10, USC, Section 153(B



SESC Role in EJPME Program

Senior Enlisted Leaders (SELs)

SELs advise the Service Chiefs on enlisted matters and have a vested interest in the education and training of enlisted personnel. SSELs also serve as members of the Senior Executive Steering Committee (SESC).



- ✓ ***Along with CSM, USJFCOM comprise the SESC.***
- ✓ ***Provides strategic guidance to Enlisted Military Education Review Council (EMERC).***
- ✓ ***Solicits input fr other stakeholder***

- ✓ ***Participate in CSEL KEYSTONE Program.***
- ✓ ***Identify CSELs for participation in CSEL KEYSTONE Program***

Annually

EPMEP Stakeholders

Advisory

SENIOR EXECUTIVE STEERING COMMITTEE (JCS, Service and USJFCOM SELs)

COCOM COMMAND SENIOR ENLISTED LEADERS

EPME Review

DDJS-ME

USJFCOM

NDU

USA

USN

USMC

USAF

Service Training and Education Command Representation

Policy Developme

CJCS

JCS J7

EMERC WORKIN G GROUP

ADVISORY

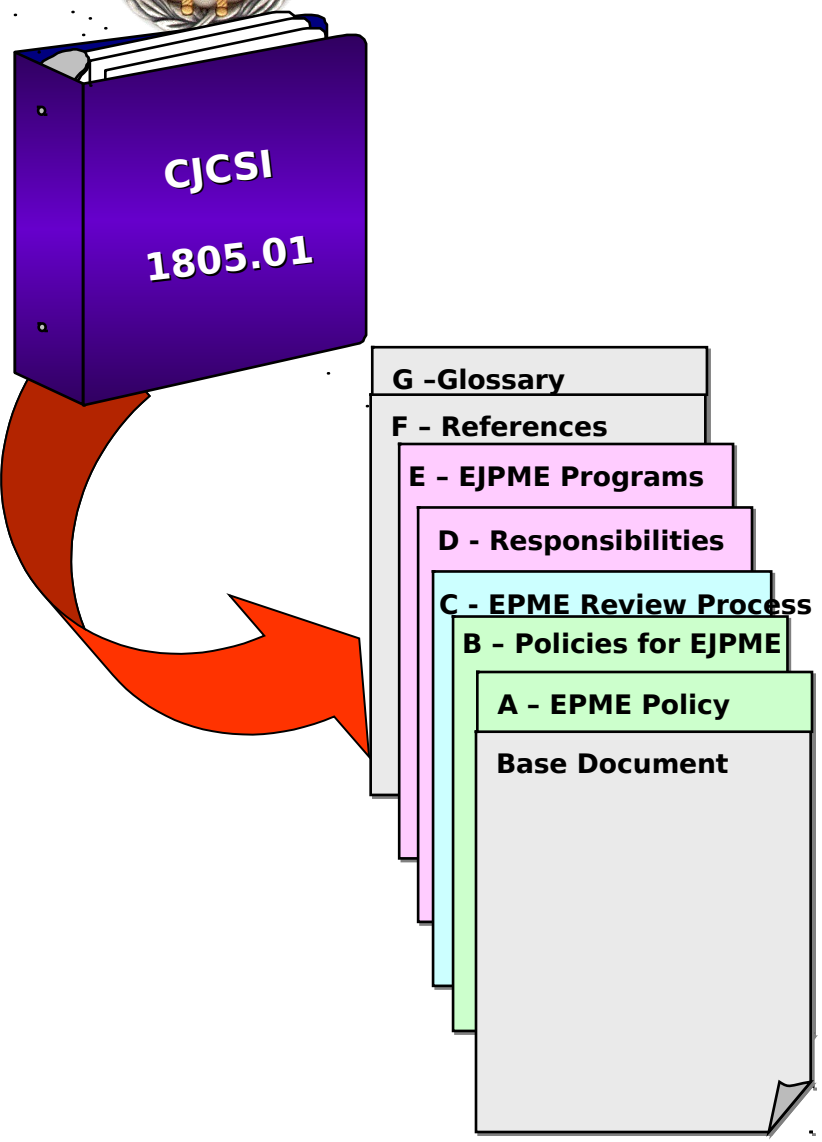
COCOM CSEL Reps

Servic e Reps

USCG

NCO SENIOR ACADEMIES AND SCHOOLS

Bottom Line Up Front: The EPMEP…



…is not just an enlisted version of the OPMEP. While there are similarities, there are also major differences.

…has no basis in legislation and does not have a formal program review (i.e., PAJE) requirement.

…promotes, but does not require, "jointness" in Service enlisted professional military education programs.

…provides guidance to Service Chiefs, while enabling them to retain their discretionary authority to execute.

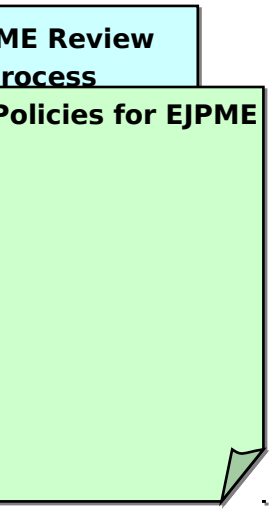
…recognizes that all enlisted personnel require some joint education and familiarization while others require more focused and comprehensive joint education.

Highlights of EPMEP

- ***Base Document***
  - **Establishes Chairman's EPME/EJPME Vision**

- ***Enclosure A. Enlisted Professional Military Education***
  - **Establishes three levels of EJPME that support Services' EPME Systems. Program is broken into two tiers of education:**
    - **First tier provides guidance to Services regarding topics that should be integrated into EPME programs for enlisted personnel not assigned to a joint billet.**
    - **Second tier establishes CJCS-Sponsored EJPME courses for enlisted personnel assigned to joint billets.**
  - **Introduces Enlisted Professional Military Education Continuum**
  - **Links leader development requirement in the CCJO to EPME**

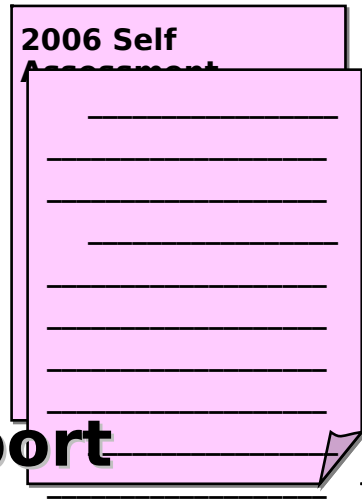
Highlights of EPMEP



- ***Enclosure B. Policies for EPME***
  - **Reinforces that Services' should embed Basic and Career EJPME learning objectives into existing Service EPME programs.**
  - **Supports use of resident and non-resident instruction to achieve objectives.**
  - **Allows Services to determine the specific methodology and techniqu employed to achieve EJPME learning objectives.**

- ***Enclosure C. EPME Review Process***
  - **Creates a Senior Executive Steering Committee (SESC) comprised of the Service Senior Enlisted Leaders (SMA, MCPON, SMMC, & CMSAF) & CSM, USJFCOM). CJCS SEA is SESC chair.**
  - **Establishes Enlisted Military Education Review Council (EMERC) that is similar to MECC but focuses on EJPME topics/issues.**
  - **Establishes a triennial self-assessment of Service EJPME programs (Basic and Career EJPME). There is no PAJE requirement!**
  - **Provides guidance to Services if they desire to have their EJPME programs validated and approved by DDJS-ME.**

Self-Assessments



- **Initial Report**
  Proposed due date: *1 NOV 2006*

- **Triennial Report**
  Due every *3 years* after Initial Report

- **Narrative Assessment – overall assessment of how well JLAs & JLOs are being implemented**

- **Education Methodology – how are you teaching (platform instruction, case studies, distance learning, etc.)**

- **Validation and Feedback Mechanisms – how are you validating the instruction?, what is the frequency of validation?, and is feedback sought from students?**

- **Areas of Improvement – what are your program's weaknesses**

- **Recommendations – how do you plan the "way ahead?"**

Highlights of EPMEP

E – EJPME Programs

D - Responsibilities

- ***Enclosure D. Responsibilities***
  - **Defines responsibilities for the Chairman, DJ-7, VDJ-7, USJFCOM, Services, and NDU-P.**
  - **Adds Service Senior Enlisted Leaders as an advisory council.**
  - **Assigns NDU-P the responsibility for Senior EJPME (Senior Enlisted Course and CSEL KEYSTONE program.**

- ***Enclosure E. Enlisted Joint Professional Military Education***
  - **Establishes learning objectives that take into consideration that an enlisted member may not receive any EJPME until actually assigned to a joint billet.**
  - **Provides guidance regarding Joint Learning Areas and Joint Learning Objectives for the EJPME program**

What's Next

- **EPMEP**
  - Enlisted Military Education Review Council (EMERC) TBD
  - Initial Self-Assessment ~ 1 NOV 06 (Proposed)

- **Senior Enlisted JPME Course Expansion**
  - JKDDC JMO has completed and validated all 11 modules
  - Currently available at following sites:
  - Joint Knowledge Development and Distribution Capability ~ http://www.jkddcjmo.org/
  - Joint Electronic Library ~ http://www.dtic.mil/doctrine/s_index.html

- **CSEL KEYSTONE Course Implementation**
  - Initial Course – 30 Jan – 10 Feb 2006

Enlisted Professional Military Education Policy (EPMEP)